Josie Parker
Director

Karen Wilson
Administrative Asst

Ken Nieman
Associate Director of Finance/HR,
Operations, Building Programs

Celeste Choate
Associate Director of
Services, Collections, and Access

Receptionist

Eli Neiburger
Associate Director of IT &
Product Development

DeAnn Doll
Manager, Finance/HR

Diane Dahlem
Manager, Circulation

Terry Soave
Manager, Outreach &
Neighborhood Svcs

Tim Grimes
Manager, Community
Relations & Marketing

Adella Harden
Supervisor,
Security

Andra Williams
Supervisor,
Maintenance

Dave Goff,
Souraya Laham,
Kathy Randles,
Colin Simpson,
Wendy St. Antoine,
Chuck Yates
Circulation Supvs

Library Technicians

Lori Kane,
Supervisor, IT &
Prod. Development

CR & M Staff,
Technohosts,
Video Production
Staff

Finance/HR Staff

Security Assistants

Maintenance Staff

Bookshelver/
Processors,
Circ/Branch Clerks,
Clerk IIs

Casual Clerk IIs,
Clerk Is

IT Staff,
Librarians,
PLA

Sherlonya Turner
Manager
Youth & Adult
Services & Collections

Brian Anderson
Supervisor, YASC

Eric
Schoenbaechler,
Supervisor, YASC

Information Desk
Clerks

Librarians,
Library Technicians

PLAs

Ann Arbor District Library
Organization Chart September '12

Ann Arbor District Library
Compensation Study
2008 Compensation Structure

Pay Grade	Developing Range			Competitive Range							Jobs Assigned
	Salary Low Limit	Sal. Step 1	Sal. Step 2	Comp. Min	Comp. Step 1	Comp. Step 2	Comp. Midpoint	Comp. Step 4	Comp. Step 5	Comp. Max.	
Executive Grades											
17	$104,342	$112,324	$120,306	$128,288	$133,989	$139,691	$142,542	$145,393	$151,095	$156,796	Director
16	$91,183	$98,709	$106,234	$113,760	$118,816	$123,872	$126,400	$128,928	$133,984	$139,040	
15	$76,648	$82,164	$87,679	$93,195	$97,337	$101,479	$103,550	$105,621	$109,763	$113,905	Assoc. Dir. - Fin. & Admin. Svcs. Assoc. Dir. - IT & Product Development Assoc. Dir. - Services,Collections & Access
Management Grades											
14	$63,190	$67,576	$71,961	$76,347	$79,740	$83,133	$84,830	$86,527	$89,920	$93,313	Community Relations Manager Outreach & Neighborhood Svcs Manager Circulation Manager Facilities Manager Human Resources Manager Access & User Services Manager Youth Services Manager
13	$53,137	$56,273	$59,409	$62,546	$65,325	$68,105	$69,495	$70,885	$73,665	$76,445	System Administrator
Professional Grades											
12	$45,974	$48,602	$51,230	$53,858	$56,251	$58,645	$59,842	$61,039	$63,433	$65,826	Component Developer Digital Services Developer
11	$41,743	$44,078	$46,412	$48,747	$50,913	$53,080	$54,163	$55,246	$57,413	$59,579	Librarian Substitute Librarian Systems Specialist
10	$38,675	$40,491	$42,306	$44,122	$46,083	$48,044	$49,024	$50,004	$51,965	$53,926	Exec. Asst. to Library Director Circulation/Branch Supervisor Public Service Supervisor Security Supervisor HR Staffing Coordinator Media Producer - AV Specialist Vendor & Hardware Specialist
Technical Grades											
9	$35,116	$36,722	$38,329	$39,935	$41,710	$43,485	$44,372	$45,259	$47,034	$48,809	Maintenance Supervisor Bookmobile Driver/Clerk Systems Technician
8	$31,885	$33,305	$34,725	$36,145	$37,751	$39,358	$40,161	$40,964	$42,571	$44,177	Admin/Comm. Rels/Outreach Assistant Finance Administrative Assistant Graphic Artist Library Technician
Clerical/Support Grades											
7	$29,554	$30,608	$31,661	$32,715	$34,169	$35,623	$36,350	$37,077	$38,531	$39,985	Technical Services Clerk I Finance Clerk Secretary Security Assistant
6	$27,095	$28,033	$28,970	$29,908	$31,237	$32,566	$33,231	$33,896	$35,225	$36,554	Information Desk Clerk Maintenance
5	$25,081	$25,926	$26,770	$27,615	$28,842	$30,069	$30,683	$31,297	$32,524	$33,751	Branch/Circulation Clerk Technical Services Clerk II
4	$23,711	$24,307	$24,902	$25,498	$26,631	$27,764	$28,331	$28,898	$30,031	$31,164	Receptionist
3	$21,949	$22,480	$23,012	$23,543	$24,589	$25,636	$26,159	$26,682	$27,729	$28,775	Materials Processor/Book Shelver
2	$20,317	$20,791	$21,265	$21,739	$22,705	$23,671	$24,154	$24,637	$25,603	$26,569	No Jobs Currently Assigned
1	$19,216	$19,501	$19,787	$20,072	$20,964	$21,856	$22,302	$22,748	$23,640	$24,532	No Jobs Currently Assigned

The Ann Arbor District Library has classified its employees into two classifications:

Regular Employees – These employees work a standard schedule every week and are eligible to participate in the benefit programs that are offered by the Library. Many organizations refer to this classification as "Full-Time" employees, but we also have a couple of employees that are only regularly scheduled for 20 hours a week and not the traditional 40 hours. In order to avoid the confusion of "Full-Time" employees that only work 20 hours, we refer to them as "Regular Employees".

Casual Employees - These employees are scheduled between 16 and 19 hours each week. Many organizations refer to this classification of employees as "Part-Time" employees, but due to the same rationale as stated above we refer to them as "Casual Employees". This classification of employee is not eligible to participate in any of the benefit programs offered to the "Regular Employees".